United Nations A/65/213

General Assembly

Distr.: General
29 July 2010

Original: English

Sixty-fifth session
Items 130 and 136 of the provisional agenda*

Review of the efficiency of the administrative and financial functioning of the United Nations

Human resources management

Amendments to the Staff Regulations

Report of the Secretary-General

1. Pursuant to paragraph 12 of General Assembly resolution 62/269, the Secretary-General submits in the present report a proposal on possible amendments to the Staff Regulations and Rules of the United Nations to address issues of potential conflict of interest.

2. The Secretary-General is committed to the promotion and maintenance of the highest ethical standards at the United Nations. All staff members of the Organization are required to adhere to the highest standards of efficiency, competency and integrity, in accordance with Article 101 of the Charter of the United Nations and to be guided by the highest ethical standards in the performance of their duties.

3. The amendment proposed to the Staff Regulations reflects an all-encompassing definition which is not limited to financial interests. The text of the amendment to staff regulation 1.2 (m), which would be necessary to expand the scope of the definition of conflict of interest, is set out in full in the annex to the present report.

4. **The General Assembly is requested to approve the amendment to staff regulation 1.2 (m).**

* A/65/150.

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Annex

Amendments to the Staff Regulations

Regulation 1.2
Conflict of interest

(m) A conflict of interest occurs when, by act or omission, a staff member's personal interests interfere or may be perceived to interfere with the performance of his or her official duties and responsibilities or with the integrity, independence and impartiality required by the staff member's status as an international civil servant. Staff members shall arrange their personal interests in a manner that will limit actual or perceived conflicts of interest. When an actual or perceived conflict of interest does arise, the conflict shall be disclosed by staff members to their head of office, mitigated by the Organization and resolved in favour of the interests of the Organization.

(n) All staff members at the D-1 level and above shall be required to file financial disclosure statements upon appointment and at intervals thereafter as prescribed by the Secretary-General, in respect of themselves, their spouses and their dependent children, and to assist the Secretary-General in verifying the accuracy of the information submitted when so requested. The financial disclosure statements shall include certification that the assets and economic activities of the staff members, their spouses and their dependent children do not pose a conflict of interest with their official duties or the interests of the United Nations. The financial disclosure statements will remain confidential and will only be used, as prescribed by the Secretary-General, in making determinations pursuant to staff regulation 1.2 (m). The Secretary-General may require other staff to file financial disclosure statements as he or she deems necessary in the interest of the Organization.